Priority Programs and Human Capital Alignment

Phase II analysis are completed by identifying the gaps created by the program demands and the available supply of human capital. Identifying the gap closure strategies will be necessary to ensure alignment for the future. (Use a separate sheet for each program gap.)

Program Name:	
Program Description:	

Gap Present:

☐ Yes *(provide a detailed explanation)*   ☐ No

Gap Closure Strategy Recommendation:

Career Development	Compensation & Benefits
☐ Rotational Job Assignments ☐ Individual Development Plans ☐ Training ☐ Tuition Reimbursement ☐ Mentoring ☐ Career Counseling	☐ Coordinated Compensation Panel ☐ Bargaining
Training & Development ☐ Leadership ☐ Competency (Technical & Behavioral)	**Classification / Job Redesign**
Recruitment ☐ Civil Service Web Site ☐ E-Recruiting ☐ Headhunters ☐ Career Fairs ☐ Campus	**Other**

Strategy Approved: *(provide a detailed explanation)*

Assigned To:

Anticipated Implementation Date: Review Date: